

Meeting Updates:

Membership Services Group

Good & Welfare / Membership
Social Activities / Holiday
Nov. 5:30 p.m.

Health Benefits Comm.

Nov. TBA

Newsletter Committee

Nov. (prod.) TBA

Budget Committee

Nov. TBA

Stewards Meeting

Nov 6:00 p.m.

Executive Board

Nov 7:00 p.m.

General Membership Meeting

Nov 6:00

Upcoming in December

Stewards Meeting

December , 6:00

Membership meeting

December (Guest)

The above meetings are held at
The Union Hall located at

3831 Fairview Industrial Dr. SE
Suite # 100
Salem, Oregon 97302

503- 370-2522

(side bar)

**Deadline for Dec. issue
of Your Local Voice**

Nov. 15th for articles

Nov. 29th. Prod. / Dist.

Submit Articles to:

Guido Coszalter
(coszalter@worldnet.att.net)

or Jack Tucker
(jw Tucker@qwest.net)

AFSCME NW Regional Conference

The annual Regional Conference for AFSCME was held in Tacoma, Washington on October 5-6 this year. AFSCME members from Montana, Idaho, Oregon, Washington, Alaska and Hawaii attended. Jack Tucker was the only attendee from Local 2067. Topics of discussion were ballet initiatives- primarily Bill Sizemore and Brian Dirks and the 17 petitions they are trying to get approved to circulate. Developing better Bargaining and the Responsibilities of Union Leaders / Membership. Saturday morning we participated in group discussions. The weekend Conference was very informative and helpful. It is always nice to get together with other leaders that share similar issues and workplace problems.

Know your Contract!

By the President

It is everyone's responsibility to read and know our contract with the City of Salem. I am speaking of the contract Local 2067 negotiates and bargains for every two years, the one we all work under, the one that affects all of us even management.

I am going to begin publishing one or two articles at random from the (current) contract in each issue of Your Local Voice as an article of conversation if nothing else. Changes to be made in the contract are based on the number of requests and or power of your voice as a group. When referring to the contract, refer to the article number such as- Health Care Benefit Program **6.1 (b)**

The American Dictionary describes CONTRACT as - An agreement between two or more parties, especially one that is written and enforceable by law. And- The writing or document containing such an agreement.

Read your contract- Talk about it . . . We all have to work under it.

The **PREAMBLE** at the very beginning of the contract goes on about whom is involved, then it states. *“This contract has as its purpose, the promotion of harmonious relations between the City and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment”*.

9.1 Vacation Accrual

9.4 Vacation Leave Maximum Accumulation

Vacation leave may accrue to but not exceed the following maximums:

1- 48 months service	192 hours
49- 168 months service	270 hours
169- 228 months service	324 hours
229 or more months service	360 hours

Local 2067 Meeting Minutes: October 11, 2001

Call to Order: 06:04PM

Moment of Silence observed to remember the tragedy of 09/11/01 (one month ago today).

Roll Call of Officers and Stewards:

Present: Jack T., Mike H., Lynn A., Sonny M., Allen S., Yoly S., Larry F., Ann B., Steve L., Miriam J., Jeanette H., Roberta P., Guido C., and Leona K.

Absent: Ben M., Dale M., and Steve B.

Approval of September Minutes:

Correction Mirium J. is spelled wrong, should be Miriam J.
Tami Patterson’s name was spelled wrong

Guests: Larry Smith from Portland AFSCME sent in a letter to be read. Portland AFSCME is set to walk out on strike on October 22nd. Health care costs are the major reason they are unable to settle their contract. Our brothers and sisters in Portland are asking for our support.

Guido motioned to support Portland both financially and in person. Sonny seconded. The motion passed unanimously.

Council 75 thanked our Local for the donation of \$500 made to NYC for the Relief Fund.

Donations can still be made to the following address. Keep in mind that donations are tax deductible.

C/O AFSCME Business Office

1625 L Street

NW Washington, DC 20036-5687

Local Upcoming Training:

Collective Bargaining Training Classes

Treasurer and Secretary Training Class

Officers Report:

Chief Stewart:

Working on issues in Housing, Parks and Recreation, Building Inspection, and Mechanic Shop Area.

New Steward: Leona Kernal / Housing

Membership/Social Activities: Still preparing for MLK - Serving during dinner and lunch at the Mission downtown.

Retirement: Bill Eunice (25 year member).

Good and Welfare: Please remember to fill out the green card if there is someone in your area that needs a get well card sent to them.

Membership Committee:

There is still no one chairing this committee. Would someone like to volunteer to chair this one?

Health Benefits:

Nothing right now. Discussion this evening will deal with Health Benefits.

Budget:

Funds will need to be reallocated at later date. First time for running a budget so some adjusting will be needed.

Newsletter:

-Small glitch last month. Jack published our newsletter last month. Kinko's was unable to read the disk with the pictures, resulting in most pictures missing. More than likely Jack or Guido will have to publish the newsletter this month as well.

-Any changes in mailing addresses needs to be updated through the AFSCME office as well as through work. We cant get a newsletter to you if we don't know your address.

-Submission Deadline: Monday, October 15, 2001 is the next deadline for November's newsletter.

Political Action:

Nothing this month.

Treasure:

Checking	\$ 9,681.34
Interest Bearing	\$15,546.36
CD	\$92,839.98

Council Representative:

-Hands outs for training classes.

-Training for safety and health issues.

-Stop the Fast Track Trade Negotiating Authority. You can help! Give our President Fast Track Trade Negotiating Authority. Call Congress to urge support. Darlene Hooley: 503-588-9100, David Wu: 503-326-2901, Greg Walden: 541-776-4646, or Earl Blumenhauer: 503-231-2300.

-Inmate Labor Front: There are approximately enough prisoner's working on inmate labor crews to equal 51 full time employees. The City of Salem pays \$2.19 per hour for inmate labor. Bargaining attempted to address this issue last year. There are approximately 40 full time parks employees working for the COS at this time. There are about 20 seasonal's, and approximately 44 inmates. The inmates almost outnumber the full time employees.

-We are gearing up for bargaining. A wage comparison study needs to be put together by the new committee. Bargaining Committee will be getting a survey out to everyone shortly. Please fill out the survey and return to Union so that your thoughts can be counted.

-Seasonal's: Began bargaining with COS and had another bargaining session yesterday. Things are not going well. Basically seasonal's are only included in the bargaining group by status, but the COS is not willing to include them. It is very important for all of us show up at the next council session on Monday, October 22, 2001 from 6-7 PM to stand up and show support for our seasonal employees. Please plan on attending this council session!

-Thanks to Mike, Roberta, Guido, and Yoly for working so hard on grievance issues.

Old Business:

The Buck: Dale Menge has the Buck for the month of October.
November: Guido Coszwalter will carry it.

New Business:

Health Benefits Discussion:

A wellness program can help in cutting insurance costs. By identifying folks who are at most risks and get them information that would help them, as well as helping to reduce all of our health costs. The COS has been dragging their heels on this issue, and as a result we don't have this set up. It is going to be a while before the program is up and running.

This program will be a good thing for the long run, but will not help in reducing the cap which we are facing for this year, starting January 1, 2002.

Kurt has been working with Dennis Englehard trying to find out what the claims have been for this past year. Dennis has not given the requested information to Kurt as yet, but has looked at the projected rates. It is possible these figures will change but the COS is waiting to see this months claim totals.

Full family coverage is the only group that would be affected by this increase, however \$70.00 out of pocket is a lot of money, for our 215 members who are on family health care benefits. Clearly we will want to tackle this dilemma in bargaining but we cant do anything about that issue until our contract is re-bargained again.

Possible Recommendations:

Dale Anderson recommended doing a study to find out how many of our family covered members have two working adults in the family with dual coverage insurance.

1. We give back one full percent of our cola bargained last year.
2. We reduce benefits. Go back and ask COS to reduce the benefits in order to cut the cost. Even taking the H1 plan that COS offered, would only reduce our payment from \$70 a month to around \$62. Kurt thinks that getting our benefits back on next contract is going to happen. This still does not fix January to July.
3. Do nothing and leave things as they are right now.
4. Selective Salary Increases are coming in January. We could ask our members who are due the raise to not to take them.
5. Ask our members to split the cost and share the pain. Instead of just families getting hit with \$70 a month payment, ask everyone to contribute. If everyone paid a small amount, that would result in singles paying \$15 a month, two person coverage at \$25 a month, and full family coverage at \$35 a month. The COS would prefer to cut benefits called (Plan redesign).

The sense of group was leaning towards item number #3 and number #5 (about half the group each).

Motion to extend the meeting for 15 minutes was made by Guido C., and seconded by Roberta H. The motion passed unanimously.

We need to hold an election to gather everyone's vote for how we want to handle the upcoming insurance benefit increase.

Letter from Council 75 regarding the Attack on America was read.

Good of Order:

Next meeting is November 8, 2001

Drawings:

10.00

Fay Higgins

190.00

Ben Marker

Steven P. Ochs

No winner present so the pot goes to \$200.00 at our next meeting.

Adjournment: 08:06 PM